UNITED NATIONS

ST

Secretariat

ST/IC/1997/2
7 January 1997

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

1. In section I.C of resolution 51/216 of 18 December 1996, the General Assembly approved, with effect from 1 January 1997, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of 5.26 multiplier points into net base salaries in effect under the previous base salary scale, which became effective 1 March 1995, and an additional increase of 0.4 per cent. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 January 1997 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. As a result of the implementation of the revised base salary scale, effective 1 January 1997, there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of the allowance.

* Personnel Manual index No. 3110.

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4. In its sixteenth (1990) annual report to the General Assembly,[1] ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 January 1997, to reflect (a) the consolidation of 5.26 multiplier points into net base salaries and an additional increase of 0.4 per cent; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scale for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 1997, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the payroll at the end of January 1997.

Notes

[1] Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 1997

Level		STEPS I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary-General																
USG	Gross	142 546														
	Net D	99 059														
	Net S	89 069														
Assistant Secretary-General																
ASG	Gross	129 524														
	Net D	90 855														
	Net S	82 245														
Director			*	*	*	*	*									
D-2	Gross	106 053	108 373	110 704	113 056	115 409	117 763									
	Net D	76 033	77 516	78 998	80 480	81 963	83 446									
	Net S	69 824	71 112	72 384	73 616	74 849	76 083									
Principal Officer						*	*	*	*	*						
D-1	Gross	93 810	95 797	97 784	99 767	101 754	103 741	105 728	107 715	109 700						
	Net D	68 210	69 479	70 749	72 016	73 286	74 556	75 825	77 095	78 364						
	Net S	63 030	64 132	65 235	66 336	67 439	68 541	69 644	70 747	71 849						
Senior Officer												*	*	*		
P-5	Gross	82 758	84 534	86 310	88 085	89 861	91 655	93 453	95 251	97 047	98 845	100 643	102 439	104 237		
	Net D	61 090	62 239	63 387	64 536	65 685	66 833	67 982	69 131	70 278	71 427	72 576	73 724	74 873		
	Net S	56 664	57 707	58 749	59 791	60 833	61 834	62 832	63 829	64 826	65 824	66 822	67 819	68 817		
First Officer														*	*	*
P-4	Gross	68 181	69 891	71 597	73 303	75 013	76 743	78 474	80 206	81 938	83 667	85 397	87 132	88 862	90 601	92 355
	Net D	51 597	52 718	53 838	54 957	56 078	57 198	58 318	59 438	60 559	61 678	62 797	63 920	65 039	66 159	67 280
	Net S	48 019	49 044	50 068	51 092	52 118	53 133	54 149	55 166	56 182	57 198	58 213	59 232	60 247	61 249	62 222
Second Officer															*	*
P-3	Gross	55 700	57 282	58 866	60 446	62 030	63 612	65 196	66 802	68 405	70 011	71 614	73 218	74 822	76 445	78 073
	Net D	43 326	44 378	45 431	46 482	47 535	48 587	49 639	50 692	51 744	52 797	53 849	54 901	55 953	57 005	58 058
	Net S	40 419	41 387	42 356	43 323	44 292	45 260	46 228	47 191	48 153	49 116	50 079	51 041	52 003	52 958	53 914
Associate Officer													*			
P-2	Gross	44 830	46 208	47 586	48 967	50 345	51 726	53 106	54 485	55 889	57 303	58 717	60 134			
	Net D	35 921	36 864	37 804	38 745	39 686	40 627	41 568	42 509	43 451	44 391	45 332	46 274			
	Net S	33 701	34 556	35 408	36 261	37 113	37 966	38 820	39 672	40 534	41 399	42 265	43 132			
Assistant Officer																
P-1	Gross	34 152	35 417	36 710	38 004	39 297	40 590	41 887	43 180	44 473	45 786					
	Net D	28 435	29 341	30 245	31 150	32 054	32 958	33 864	34 768	35 671	36 576					
	Net S	26 825	27 658	28 488	29 319	30 149	30 979	31 811	32 641	33 471	34 296					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 1997

		STEPS														
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI *	XII *	XIII	XIV *	XV *
FS-7	Gross	67 710	69 512	71 316	73 114	74 916	76 743	78 572	80 397	82 226	84 051	85 879	87 709			
	Net D	51 288	52 470	53 653	54 833	56 015	57 198	58 381	59 562	60 745	61 926	63 109	64 293			
	Net S	47 736	48 817	49 900	50 978	52 060	53 133	54 207	55 278	56 352	57 423	58 496	59 570			
FS-6	Gross	56 108	57 764	59 423	61 075	62 731	64 388	66 056	67 739	69 415	71 093	72 773	74 450			
	Net D	43 597	44 698	45 801	46 900	48 001	49 103	50 203	51 307	52 406	53 507	54 609	55 709			
	Net S	40 668	41 682	42 697	43 708	44 721	45 735	46 744	47 753	48 759	49 766	50 774	51 780			
FS-5	Gross	47 613	48 988	50 367	51 743	53 123	54 500	55 901	57 313	58 728	60 140	61 553	62 965	64 379		
	Net D	37 822	38 760	39 700	40 639	41 580	42 519	43 459	44 398	45 339	46 278	47 218	48 157	49 097		
	Net S	35 425	36 275	37 127	37 977	38 830	39 681	40 541	41 406	42 272	43 136	44 000	44 865	45 730		
FS-4	Gross	41 272	42 391	43 504	44 619	45 754	46 896	48 038	49 185	50 327	51 471	52 613	53 718	54 900	56 071	57 242
	Net D	33 434	34 216	34 994	35 774	36 554	37 333	38 112	38 894	39 673	40 453	41 232	41 986	42 792	43 572	44 351
	Net S	31 417	32 135	32 850	33 565	34 276	34 982	35 687	36 396	37 102	37 809	38 515	39 198	39 928	40 645	41 362
FS-3	Gross	35 784	36 735	37 682	38 632	39 578	40 529	41 478	42 426	43 376	44 319	45 277	46 249	47 224	48 194	49 167
	Net D	29 598	30 263	30 925	31 589	32 250	32 915	33 578	34 241	34 905	35 564	36 229	36 892	37 557	38 218	38 882
	Net S	27 893	28 504	29 112	29 722	30 329	30 940	31 549	32 157	32 767	33 373	33 981 *	34 582 *	35 184	35 784	36 385
FS-2	Gross	31 204	32 011	32 821	33 628	34 436	35 253	36 053	36 930	37 767	38 607	39 443	40 280			
	Net D	26 298	26 883	27 470	28 055	28 641	29 227	29 786	30 399	30 984	31 571	32 156	32 741			
	Net S	24 862	25 399	25 939	26 476	27 014	27 552	28 066	28 629	29 166	29 706	30 242	30 780			
FS-1	Gross	27 314	28 001	28 687	29 372	30 059	30 772	31 483	32 193	32 905	33 614					
	Net D	23 408	23 924	24 439	24 953	25 468	25 985	26 500	27 015	27 531	28 045					
	Net S	22 225	22 695	23 163	23 631	24 099	24 574	25 048	25 521	25 995	26 467					

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